



STATE OF MINNESOTA

BOARD OF SOCIAL WORK

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REGULAR BOARD MEETING
University Park Plaza
University Conference Room A – 4th Floor
2829 University Avenue S. E.
Minneapolis, Minnesota 55414

March 16, 2007

Members Present: Anthony Bibus, III, LISW
Robin Bode, LSW
William Cullen, Secretary-Treasurer
Roy Garza, LICSW
David Hallman, LSW, Vice-Chair
Rosemary Kassekert, Public Member
Mary Casey Ladd, LICSW
Peter Langseth, LSW
Kenneth Middlebrooks, Public Member
Anoma Mullegama, LICSW, Chair
Beverly Ryan, LISW
Antonia Wilcoxon, Public Member

Members Absent: Kathleen Beehler, LSW

Staff Present: Louis Hoffman, Director of Compliance
Brenda Mammenga, Compliance Coordinator
Sheryl McNair, LICSW, Staff Social Worker
Frank Merriman, Executive Director
Jennifer Thuente, Office Assistant
Connie Oberle, Office Manager
Kate Zacher-Pate, LSW, Assistant Director

1. PROPOSED AGENDA

Bibus noted that ASWB is forming a group of social work subject matter experts who will do a job analysis on the supervision of social workers for licensure. **A motion was made by Bibus, and seconded by Bode, to add to this agenda a discussion about nominating licensed social workers who have experience in providing supervision for advanced licensure that could serve on ASWB's Supervision Task Force. The motion carried unanimously.**

2. MINUTES FOR JANUARY 19, 2007 MEETING [Attached]

Wilcoxon noted that there should be an addition to the January 19th Board minutes. **A motion was made by Wilcoxon that it should be noted in the January 19, 2007 Board**

minutes that ASU did not have the statistics available for the Board to consider in approving the budget for the next two years. The motion carried unanimously.

3. EXECUTIVE DIRECTOR'S REPORT [Attached]

Merriman made the following comments about the materials included in the Board packet:

- Work Plan: It is updated for each Board meeting and changes are shaded.
- Staffing: The current organization chart reflects the hiring of two new employees. Gina Green is the new Program Manager of OMHP. Hoffman was temporarily filling in for the OMHP position until Green was hired. Due to the declining workload, the position was changed from a full-time to a part-time position. The Program Committee of the Health Licensing Boards governs OMPH and the Committee will submit a report to the legislature in 2009 about the future status of the office. Jennifer Thuente, Office Assistant, is new to the Board's Administrative Unit, and was introduced today.
- Committee Assignments and Liaison Appointments: See attachment
- ASWB Spring Conference: The Board previously approved Beehler as Delegate, Ryan, and staff member Zacher-Pate to attend the conference.
- Statistics: Staff is very pleased that 60% of renewals and 70% of applications are completed online. The Complaint Status Report is attached.
- Legislation: The Board must have its three legislative proposals ready for hearing by the House Policy Committee on March 23. They include 1) Provisional Licenses which would replace the current FB/ESL legislation, 2) Temporary Licenses which would be granted to graduates from Social Work schools that are awaiting CSWE accreditation, and 3) Clinical Standards which would change the requirements for clinical practice, supervision and continuing education. Representative Jim Abeler and Senators Erickson Ropes and John Marty are the Board's authors on these proposals.
- Other Legislation: Sandra Korf has introduced the same bill that she had last year which would exempt her from licensure requirements. If the bill is put on the House and Senate agendas, the Board will oppose the bill.
- FB/ESL Final Report: Colleen McDonald, Board Consultant, prepared a draft report for the November 2006 Board Meeting. Several changes have been made to the draft, and comments/suggestions about it may be directed to McDonald or Merriman. If needed, the report will be distributed at the legislature.
- Board Member Appointments: There are three vacancies on the Board and the goal of the Governor's office is to fill them by the end of March.

Wilcoxon commended Merriman, Board staff and the professional associations for representing the Board before the House Licensing Subcommittee. Merriman noted that he had sent an e-mail to Subcommittee Members thanking them for the opportunity to present the Board's social work bill on March 14 (copy attached). Merriman also said that Representative Jim Abeler intervened on the Board's behalf as the House was not going to put our bill on its agenda, and that Gary Cox from the Department of Human Services, Alan Ingram, Executive Director, National Association of Social Workers, Minnesota Chapter, and Pam Luinenberg, Coordinator of the Minnesota Coalition of Licensed Social Workers, have been instrumental in furthering the Board's legislative proposals. **A motion was made by Bode, and seconded by Ladd, to send thank you's from Board Chair, Mullegama, to those who have supported the Board's 2007 legislative proposals. The motion carried unanimously.**

4. COMPLIANCE COMMITTEE: David Hallman, Ken Middlebrooks, Anoma Mullegama [Attached]

(Executive Session: The meeting was closed to the public at 10:35 a.m.)

Hoffman introduced the following cases:

1. In the Matter of Michelle L. Pearson, LSW License No. 11330. **The Compliance Committee's recommendation to approve the Stipulation and Order so that the Licensee could voluntarily surrender her license was unanimously approved.**
2. In the Matter of Catherine E. N. Anderson, LICSW License No. 8214. **The Compliance Committee's recommendation to approve the Stipulation and Order so that this license would be indefinitely suspended was approved with one abstention.**

(Cullen arrived at 10:40 a.m.)

(The meeting re-opened to the public at 11:00 a.m.)

5. COMMITTEE & LIAISON REPORTS

A. Advisory Committee: Tony Bibus [Attachment]

Bibus reported that the committee met February 2 and that its next meeting is April 6.

B. Compliance Education Outreach Committee: Antonia Wilcoxon

Wilcoxon deferred to Hoffman and he made the following comments:

- Hoffman applied with the Minnesota Social Service Association so that the Committee could present at its conference in March, but the Association said that it did not receive our application.
- The Committee will present on compliance and ethics and the new clinical standards at the Minnesota HomeCare Association Conference on April 19.

Wilcoxon asked if any Board Members would like to be included in the Committee's presentation at the 2007 Age & Disabilities Odyssey Conference August 20-22. Ladd, Ryan, and Wilcoxon volunteered to appear and possibly Hallman. McNair will also attend and will submit a proposal to the conference by the end of April.

C. Council of Health Boards: Rosemary Kassekert

Kassekert reported that the Council did not meet. Merriman noted that the House Licensing Subcommittee took the Council's testimony on March 14 regarding the licensure of Naturopathic Doctors. The Subcommittee did not act at that time, but it may do so later. Wilcoxon commented that the bill is very controversial and, in part, it relates to scope of practice and whether practitioners have the knowledge to practice in a number of disciplines.

D. Finance Committee: Bill Cullen

Cullen reported that he missed the last meeting. Merriman distributed the January 2007 HPSP budget report and the February 2007 Board budget prepared by ASU. Hallman reported that revenue is coming in at 73% instead of the projected 63%, and that the Governor has added a 3.25% salary increase into the budget for personnel in the next biennium. Merriman said that there is no indication of opposition to the budget and that it should be approved by the House and Senate Finance Committees later in the session.

E. HPSP: Casey Ladd

Kassekert reported that HPSP is fee based and that a new case manager will be hired as there was an increase of 18 cases this past year. Also, the HPSP office will move July 31 due to increased rental fees.

F. Legislation & Rules Committee: Casey Ladd

Ladd reported that she did training at a NASW bag lunch regarding the changes in clinical standards. Ladd asked if a summary of the Boards' current legislation was sent to licensees. Merriman responded that notification has been delayed as the bill was with the Revisor until the last minute and since that time staff has been working on the bill's approval.

G. Legislative Task Force: Tony Bibus

Bibus reported that Mark Toogood, LSW, and Director of the State's Guardian Ad Litem program, was the guest at the meeting on February 2. There was discussion about practitioners dealing with several regulatory bodies simultaneously because of a complaint. Bibus said that the next meeting is April 6 and he would ask Louis Hoffman, the Board's Director of Compliance, to discuss the complexities that may arise in these situations. Also, Bibus said that the next meeting would be used to reassess what the Task Force has learned the past year. In the future, it was suggested that the committee meet with opposition of the New Idea.

Wilcoxon said that the State has a four citizen review panel that acts in an advisory role to the child protection system. Ramsey County is in the advisory role for the county system, and the audit reports have not been positive. Wilcoxon suggested contacting the Directors of counties such as Ramsey, Washington, and Chisago.

Ladd asked if the Board has ever contacted the unions and Zacher-Pate said that there has never been formal discussion or communication with the unions. Ladd also asked if there are other states trying to remove licensure exemptions. Bibus responded that there are and that he is seeking information from these states.

H. OMHP: Tony Bibus

Bibus said that no meetings have been held, but that as the temporary Program Manager, Hoffman could have convened one, if needed. The new Program Manager, Gina Green, will have a meeting in the near future.

I. ASWB: Supervision Task Force: Tony Bibus

Bibus said that the formation of this Task Force comes at a good time in relation to the Board's practice legislation and that doing a job analysis on the supervision of social workers for licensure is strongly needed. Bibus said that ASWB is asking for subject matter expert volunteers who could determine what it takes to be a good clinical supervisor and set up the standards. He asked if Board members would like to volunteer, or if there were any nominations. Mullegama volunteered to serve on the Task Force. Bibus suggested that Jeanette Milgrom, LICSW, could participate. Ladd suggested Tamara Kaiser, LICSW, Ryan suggested Angie Barretta-Herman, LICSW, and Wilcoxon suggested Anne Garity, LICSW. Bibus asked Board members to contact these individuals to see if we could nominate them or if they would like to nominate themselves.

Bode asked if ASWB is looking for supervisors for each level of licensure because she would volunteer to represent the BSW level. Bibus responded that it isn't specified in the e-mail, but that it does say that they need licensed social workers who have experience in providing supervision for advanced licensure, but that as members of ASWB, the Board could ask them to expand the analysis to cover the different levels of licensure.

Bode also asked that the Board send a letter to ASWB stating that the Board nominates Mullegama to represent us on the Task Force.

6. PUBLIC COMMENT

There was no public comment, but Merriman wanted to add that the key to achieving success so far with the clinical standards proposal was the support of the Associations, and UMD's agreement with the proposal. Merriman said that a contingency met with University of Minnesota-Duluth ("UMD") faculty several weeks ago, and after much discussion, the faculty agreed to the new clinical standards. Merriman said that Wilcoxon was instrumental in the faculty changing its attitude toward the Board's proposal, along with Pam Berkwitz, Pam Luinenberg, Chris Black-Hughes, and Alan Ingram.

At a subsequent meeting, Mike Raschick, UMD Department Head of Social Work and MCSWE recommended amending the bill, and the changes were approved by the Executive Committee. Two changes in language included reducing the required clock hours of evaluation methodologies from 36 (10%) to 18 (5%), and adding 18 hours (5%) in the clinical curriculum content area in culturally specific clinical assessment and intervention.

Alan Ingram, Executive Director of the National Association of Social Workers-Minnesota Chapter, added a comment that the meeting with UMD faculty was a good decision because it changed our legislation so that it is non-controversial.

7. OTHER BUSINESS

There was no other business.

8. ROUNDTABLE

- Hallman reported that he and Hoffman attended the FARB Conference in San Antonio February 2-4. He said there was useful discussion about background checks, and wording on applications.
- Hoffman said that in relation to many states attending national conferences, he has found that Minnesota does things generally better than other states, and that it is more compliant and law abiding.
- Zacher-Pate said that she had two comments: 1) The legislative process has been very interesting this year and that she commends Merriman for his skill at the legislature and members of the profession who have been in attendance; and 2) She has been representing the Board in outreach presentations for academic programs for 10 years, and that the number of schools that contact her have increased each year as well as a positive shift in attitude toward licensing.
- Hallman said that his boss, a co-presenter at a Moorhead State presentation, was very supportive of Zacher-Pate's presentation including licensure requirements, ethics and applying for the examination.
- Wilcoxon said that DHS is seeing an increase of children under the age of 5 who need multiple system assistance and that clinicians are reluctant to accept these referrals. She said that she is working with the University of Minnesota to develop a program for infant and early childhood mental health, and she hopes this issue will come before this Board as a coursework requirement.
- Middlebrooks referred to a "Star and Tribune" article about a massage therapist who married a client and the Department of Health did not revoke the therapist's license after a three-year investigation. He said the Compliance Committee has received a request from a clinical social worker who would like the Board to revisit their case as they were asked to surrender their license when they married a client. Middlebrooks said that such a comparison is not acceptable in this situation.
- Hoffman said that the licensee Middlebrooks is referring to will receive a letter from the Compliance Committee stating that it will not consider such a comparison or re-visit this matter.
- Bibus reported that Channel 9 interviewed him on behalf of the OMHP and he thanked Board staff for the time it spent getting the interview together. Bibus said it was an opportunity to inform the public about OMHP and that Channel 9's website includes a connection to the OMHP's website.
- Mullegama asked what the Board would like to do with the Board's organizational assessment conducted by Susan Senko. Senko reported the result of the assessment to the Board in November.
- Merriman said he would contact Senko to discuss options about a retreat, etc. and whether she is available since her last day at the Management Analysis Division is April 30.
- Langseth responded that we wouldn't want to jeopardize the data Senko collected during the assessment and that perhaps another consultant from her agency would be available to work with the Board.

9. ADJOURN

The meeting adjourned at 11:55 a.m. and lunch was available.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "W. Cullen", with a long horizontal flourish extending to the right.

William Cullen
Secretary-Treasurer